

THE OSHAWORKER

McLAUGHLIN PUBLIC LIBRARY
CAW TCA
LOCAL 222 CANADA

VOLUME 45, NUMBER 18

OSHAWA, ONTARIO

NOVEMBER 20, 1986



Sinclair's Corner

By JOHN SINCLAIR, President

I would like to begin by saying thanks for a job well done by Chairman Joe Pietrzyk and Committee-man Dean in their first Local 222, CAW Agreement for another new unit, Robertson & Dawson Ltd. They make truck caps, and I think they are number one. I will be getting a brochure to put in *The Oshaworker*, showing what kind of caps are available for all our members to buy.

GM PENSIONS

The problem we could have with General Motors in their interpretation of the Pension Agreement is not yet resolved. We have had two meetings on this important issue, the last one on Thursday, November 6, 1986, and another has been scheduled. I am hoping that, by the time you read this article, this matter will have been resolved.

CHANGE IN DRUG ACT

Since 1969, we have enjoyed a system which saves workers, consumers, provincial health care systems and taxpayers hundreds of mil-

lions of dollars every year. The proposed legislative changes which give multinational companies 10 years' protection on new drugs will hurt all of us. It will drive up the premiums of both private and public drug plans, which will make it harder and more costly to improve our own drug plan, and will cost us all more money in taxes to fund the public drug plans.

There is a post card program to oppose this change, and I urge all of our members, both active and retired, to sign these cards and mail them to the Government.

At the present time, we have four sets of negotiations going on. Three of them are new units of Local 222, CAW — 1. Lear Siegler, 2. Super Van Conversions, 3. Medar-Armex, and 4. Lantic Sugar. I am hoping all will be resolved before Christmas.

Once again, I am hoping the problem we are having with the GM pensions will be resolved by the time you read this article. **I will keep the membership informed on this very important issue.**

Service Rep Report Thanks

By DAVE THOMPSON

This month again has been busy, but we were successful on 7 claims for a total of \$26,362.00 to you. I would like to thank, over the past months, Gene Bergeron, Tom Hoar, Moe Bryan, and Brian Parry, who were directly involved on some very important issues.

I would like to thank Howard Shaw and Committee who have assisted me on some Workers' Compensation and UIC claims. I would also thank the Duplate membership for the motion to have Jim Kinlin recognized by the National Council of the CAW.

CADBURY

John O'Neil, who is now handling benefits for the Cadbury workers. For the record, we are having problems at Cadburys but we are dealing with it together.

LANTIC SUGAR

Brian Hatfield, Chairman, has in past and most recently given me valuable advice to assist workers in that plant.

I would just like to say thanks.

Also to — A.V.P. Extrusion (Steve Fogg), Cadburys (John O'Neil), Columbus McKinnon (Michael Ainsworth), Delta Faucet (Eveline Kenneth) Duplate (Howard Shaw), Flexpac (Brenda Hill), Kerr Industries (Douglas Herr), Lantic Sugar (Brian Hatfield), Cliff Mills (Brian Parry), St. Mary's Cement (Brian Smith), General Motors (Jack Whalen), Local 222 Retired Workers' Chapter (Joe McCloskey), I would like to say thank you for being good trade unionists. Without your dedication there is no Union.

The unions today are being confronted by top management executives with very smart high priced lawyers. But at Local 222, we are facing that challenge everyday, and working along with our President, John Sinclair, we as a Union will continue to give the service and benefits to you, the membership.

Let us stand together and move forward in 1987 to a higher life.

Finally, I would like to thank my secretary, Shirley Powless, who has recently been swamped with a lot of work. Your dedication is much appreciated by myself, and by the people you have assisted.

Remember, trust your Union.

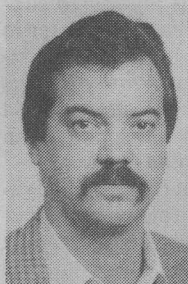
**Cadbury Unit
Membership Meeting
for Contract Proposals
Sunday — December 7th, 1986
Time — 7:00 p.m.
Local 222 CAW Hall
44 Bond Street East, Oshawa**

NOV 20 1986

Checklist For Retiree

By JIM NIMIGON
Executive Board Trustee

First of all, I would like to thank the majority of you who spoke to me in such a positive manner about my last article in *The Oshaworker*.



Although there were some red-faced individuals who felt I should be banned from writing any future articles, because, as one said, "It's all true, but we should keep it quiet, the membership is mad enough at the Union."

As your elected Chairman of Trustees of our Executive Board, and also elected Chairman of the GM Unit, **I will continue** to keep you informed of these patronage appointments.

CHECKLIST FOR RETIREES

I would like to thank Brother Abe Taylor, past President of Local 222 for the following information that pertains to anyone who retires regardless of the place of work.

BANKING

You are entitled to special services for customers 60 years of age and older. Ask at your local branch for details.

EDUCATION

Various educational opportunities are available for seniors through local boards of education, community colleges and universities. One of the most popular forms of education is Elderhostelling, a summer study program for students aged 60 and over. Elderhostel is operated by a network of Canadian colleges and universities. Students live at a school for one week and take courses in a variety of subjects. Contact your local college or university.

HOUSING

Persons over 59 may be eligible for subsidized housing if they are on low incomes. Applications may be made to local housing authorities.

IDENTIFICATION

You will receive automatically your federal identification card (showing the Parliament Buildings) after you apply for Old Age Security. You will receive the Ontario Senior Citizens' Privilege Card or "Drug Benefit Card" automatically during the month after you receive your first O.A.S. cheque. This card, showing the trillium, allows you to obtain without cost the prescription drugs on the province's approved list. You are not entitled to drug benefits or free Ontario Health Insurance Plan premiums until you receive your card and only beginning on the effect date listed on your card.

INCOME SECURITY

Apply for your Old Age Security "pension" six months before turning 65. Application forms are available from a post office or the nearest Income Security Program Office as listed in the Blue Pages of your telephone book under Health & Welfare in the Government of Canada section. Guaranteed Income Supplement or G.I.S. is available to those in need of additional financial assistance. An application for the supplement is mailed automatically when the O.A.S. pension is ap-

proved for payment. You must re-apply for the supplement each year and supply your income information. Contact your Income Security Office.

Spouses Allowances may be available to 60 to 65-year-old husband or wife of a senior who is receiving G.I.S. Contact your Income Security Office.

G.A.I.N.S. or Guaranteed Annual Income Supplement guarantees a monthly income to eligible Ontario residents who receive both O.A.S. and G.I.S. and meet income and residency requirements. There is no need to apply for G.A.I.N.S. Canada Pension Plan or C.P.P. benefits must be applied for by persons who have paid into the plan. Such people may be eligible for a monthly retirement pension, disability benefits or survivor's benefits.

Unemployment Insurance or UIC benefits and contributions stop at age 65 but a lump sum benefit is payable on application. That lump sum is equal to three weeks pay at 60 percent of your weekly salary and that weekly salary is considered to be the average pay of your last 20 work weeks.

Ontario Property Tax Grants applications are sent to you automatically in the fall or in the spring. New applicants receive a single cheque to offset property taxes or rent for the year. In subsequent years, this amount is divided into two cheques, one in spring, one in fall. The Ontario Ministry of Rev-

enue will send a request.

Some municipalities allow seniors to schedule payment of property taxes to match the date the pension cheque arrives. Inquire at your municipal office.

INSURANCE

You can purchase Blue-Cross semi-private hospital room or extended health care for prescription drugs, eyeglasses and dental care on a pay-direct basis.

TELEPHONE

Persons 65 and older may apply for exemption from Bell Canada's Directory Assistance charges. To apply, call Bell Canada.

TRANSPORTATION

Some municipal transit systems offer senior citizens' passes which allow reduced fare or free transit services. Apply to your local transit system or municipal government.

Travel discounts are available for bus, plane, train and ferry transportation. Inquire through the carrier.

Various other services are available upon retirement. These range from clubs and organizations you can join to nursing and homemaking help, legal aid to recreation services and even help with energy costs.

A Guide For Senior Citizens is available at provincial government offices or through the:

Office for Senior Citizens' Affairs,
6th floor,
76 College Street,
Toronto, Ontario, M7A 1N3

Conservation Show

Date: Wednesday, November 26, 1986

Location: Local 222 CAW Hall
44 Bond Street East
Oshawa, Ontario

Time: 7:00 P.M. to 9:00 P.M.

Everyone is welcome — bring along Mother and the Kids!!

Latest films on conservation; Tables with plenty of literature; Displays of How to Tie Various Fish Flies; Rock Hounds; Carving of Ducks; Archery; Black Powder; Some Door Prizes.

This great event is being hosted by the Local 222 CAW Recreation Committee, along with your Union Rod & Gun Club.

It is FREE — EVERYONE WELCOME!!!

R.J. Fleming
Publicity Chairman
Union Rod and Gun Club

Hospital for Sick Children Christmas Collection

Truck Plant: Friday, November 28, 1986

6:00 a.m. to 8:00 a.m.

3:30 p.m. to 5:00 p.m.

If receipt required please put donation in an envelope with your name and address.

Car Plant: All Body, Chassis, and Paint shop gates

Tuesday, November 25, 1986

6:00 a.m. to 7:15 a.m.

5:00 p.m. to 6:00 p.m.

Submitted by Ron Gay, Brian Jackson and Dan Buller



Where Your Union Dues Dollar Goes

By PAUL GOGGIN and RON GIBSON

On October 2, 1986 we printed an article in *The Oshaworker* called CAW CANADA UNION DUES. Due to all the questions we have been asked about this article we feel it is only fair to you the membership that we explain how your money is spent.

CAW members contribute two hours straight-time pay per month in union dues. For most people that is less than 1¼ percent of their total income. An auto assembler pays about \$28.00 a month, which by itself doesn't add up to too much over the year, but when you take the total membership of the CAW together

(143,000) this amounts to over \$46 million a year.

HOW IS IT INVESTED?

The local union halls get 38 percent, from this the operations of the local are paid, including the local union hall, telephone, administrative expense including salaries of clerical staff, bargaining committee time, community action, recreation, local retired workers' functions, education and the local union newspaper.

The strike fund gets 30 percent. When a strike is called a member gets

\$100.00 per week. CAW has the largest strike fund of any union in Canada with over \$30 million at the start and it will grow at a rate of \$11 million a year.

The CAW National Union gets 30 percent which goes into a general fund. This pays for buildings, staff salaries, salaries of the support staff, departments like organizing, education, research and public relations, SOLIDARITY, the retired workers' programs, conventions and area conferences.

The Union Education Program gets 2 percent. This is used to support the CAW's Education Center in Port Elgin. The center holds its family education programs for six weeks during the summer. If interested in going to Port Elgin information can be found at our Union Hall.

We hope that you now have a better understanding of where your union dues dollars go. For just over a penny of every dollar you make goes back to the Union. Who says a penny doesn't go far anymore?



Standing Up For Ontario

Tuesday 9 December will be a great opportunity to have dinner at the **Cobourg Motor Inn**. You will also meet **Ed Broadbent** and **Bob Rae** via the Big Screen TV.

Northumberland New Democrats invite you to join with other supporters for a Christmas Social.

A contribution of \$10.00 will cover the cost of dinner.

For more information and tickets call:

Bill Cassells

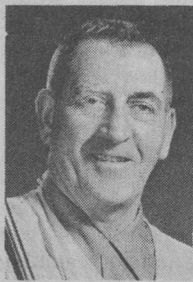
Home Phone: 416-372-3029

Thank You

Our sincere thanks to the CAW and employees of Duplate Canada and employees of Department 33, General Motors for the beautiful floral tributes. Special thank you to Denzil Dale of Duplate during the

loss of a loving husband and father, **WILLIAM E. LYNDE**.

signed
Vera Lynde
and family.



Rod & Gun Club

By ROY FLEMING

The Annual Conservation Show, Wednesday, November 26, 1986. Local 222 CAW Hall, 44 Bond Street East, Oshawa, 7:00 p.m. until 9:00 p.m.

Everyone is welcome — bring mother and the kids. Latest films on Conservation, tables with plenty of literature, displays of how to tie various fish flies, Rock hounds, carving of ducks, archery, black powder, some door prizes, it is free, everyone welcome, Union Rod and Gun Club your host for the evening.

Everyday some person or groups want to fill in a marsh or wet spot, for what reason, I'll never know. The latest group wants to fill in the pump house marsh and they think it would be a great idea. This marsh has been a breeding place for birds, ducks, geese and now swans.

There is one thing I will never understand when people purchase homes, they never seem to look around to see the beautiful countryside and the natural situation of their home. If there is a tree, bush or wild plant, it must go so they can plant a foreign species.

The pump house marsh is one of the last natural clear water marshes left along the North shore of Lake Ontario and is a beauty. The home of many wild plants and shrubs, plus the wild life of birds, mammals, reptiles, and the solitude living as though in the country. I did not attend this meeting, but a member of your Conservation Club did, and he was amazed by what some of the people said this beautiful property did to their life style.

The insects like mosquitos and beetles, plus the butterflies bothered them, and one lovely lady said her son lost one of his shoes while tramping around in the marsh.

If I lived in the area of the pump house marsh, I would be there everyday, looking for birds and bees and enjoying the beauty of this marsh.

A friend of mine who lives in the country and enjoys the outdoors said they saw a flock of snow buntings the last of October. They keep records of their bird sightings and this is the

earliest, they have ever seen snow buntings, so maybe these birds know something we do not.

Birders and naturalists seem to find birds or sightings of birds where we would not look. The Nonquon sewage lagoons, north of Port Perry, is a great place to see birds and some of the findings are amazing. The tundra swan, ruddy duck, red-neck phalarope Bonaparte's Gull, and all the common ducks one would wish to see.

There was an unpleasant story and that was a milk snake killed by town workers at Brock and Taunton Roads. Why I do not know, these and all small snakes in our area, live on insects and mice, and help to keep the population of these pests under control.

Did you ever say it "never again". I mean when you have fished all night by casting and casting, in the cold and wet, with little or no results. Your line seems to twist about the guides and the bait comes in backwards. The bail is so stiff, it does not want to go back into place. Then you feel a small tug, you set the hooks and you know you have caught, a tackle busting pickerel. You wind so gentle, ever staring into the cold dark water looking for the reflection of these yellow eyes. Then you spot your 8, 9, 10 lb. pickerel, and as you ease your pickerel near the rocks, your partner can net your fish. The fish is landed and all you have to do now, is to untangle your bait from the net, cut and retie your line to the bait and you are ready to cast some more.

The water is Lake Simcoe, and the rocks are the break water, look out into the lake at the Trent Canal, pickerel fishing at night here has dropped off in the last few years. For many very large pickerel were caught casting at night, but now only a very few fish are caught.

The natives say the Department of Natural Resources in the spring spawning season, took many spawning pickerel alive to be placed in other areas. You remember seeing the spawning pickerel in the Talbot River up against the dam, so thick you could walk on them, no more.

The last couple of years at the spring spawning season, I took the time to watch the spawning pickerel at the Talbot River, I saw very few, mostly suckers.

Lake Simcoe is a very large fresh water lake and can supply a home and food for many fish and different species that do not clash, for food or location.

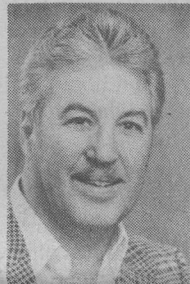
I know the department know what they are doing most of the time, but I think this is one of their mistakes, taking the spring spawning pickerel out of the Talbot River for other locations. The white fish season in Lake Simcoe has been cut, so has your possession limit for little or no avail. The trout season and the possession limits have also been cut and fishing is not better.

If I may make a suggestion to the Department of Natural Resources, I think their people should be helping to control pollution in Lake Simcoe. The fishing would improve at little or no expense.

In the early Spring season, fishing for pike in the marshes, all you see is very large gobs of green and that is not duck weed, just pollution gathered in large mats. A bait will not drag through it, so how can a fish live in it?

Those large flocks of geese feeding in the corn stubble or the green shoots of the grain that was missed by the farmer when harvesting, how these geese know where the line is where you can shoot and where you cannot, is amazing. They are always on the other side of the road, but it is worth your time to watch them with that ever present goose or gander watching for enemies. It seems only a few years ago we had no geese feeding in the local fields, but see what a little conservation has done.

First Wednesday in December 1986 is the election of the Union Rod and Gun Club Executive at Local 222 Hall. There is no money in these positions only the satisfaction of doing a good job for conservation. If you are on shift, send a note to President Ed, stating the position you would like to stand for. Conservation Show — November 26th, 1986. Fish entries until end of 1986.



By MOË BRYAN Acting Pension Representative

In 1984 our Top Negotiating team brought back to the membership a pre-paid legal service plan in Canada, beginning no later than September 14, 1985. This plan consists of a broad range of legal benefits which include legal office work to full legal coverage, which will be provided at no cost in several categories including motor vehicle offences, divorces, separations, wills, audits, real estate, summary conviction and juvenile offences, bankruptcy, consumer complaints, Landlord and Tenant, insurance claims and many other legal services. This plan is available to eligible workers, retirees, spouses, surviving spouses and dependents.

This is the way the plan was presented to us by Bob White, in his brochure at the ratification meeting.

LEGAL FEE COSTS

Each member within the GM Unit in our local pays 3 cents an hour, which is based on a 40 hour week of \$1.20. This amount would add up to \$62.40 a year per member. If you base this figure with the approximate total membership of 20,000 people, you would have \$1,248,000.00 (one million, two hundred and twenty-eight thousand dollars.) This is just an estimated figure of what this plan has cost you.

Recently in the local papers it was outlined that our Legal Plan has depleted its funds and it must now borrow money from our SUB Plan which you have also paid into. If this Legal Plan is to survive at this pre-

sent cost, while only serving our membership for one year, what will we be paying to maintain it in the future?

I don't disagree with the intent of this plan as it was presented to us, however if it can't be self-supporting at 3 cents an hour, then this money could have been better invested in an employees Pension Plan where it could have helped our past and future retirees.

DEPT. 77 MEMORANDUM

At the time of writing this article, this agreement has not yet been signed. I would like to point out to you what the two parties will be agreeing to:

1. Effective January 1, 1987, they will be placed on lay-off for a period of up to two years.
2. These employees will be drawing UIC and SUB for the first year, and SUB for the second year at 95 percent respectively.
3. Any employee, age 53 or over at the time of retiring will be given a Mutual.
4. These employees will be given an additional 1.9 credited service.
5. All health care coverages, including dental, will be continued during lay-off.
6. These employees will retire under the rate set in the new contract.
7. Contributions to Canada Pension Plan are supposed to be paid until retirement.

If this Dept. is to be eliminated, why is this agreement not being offered to other departments across General Motors that are being phased out, or to other senior employees who would like to retire?

A CLOSING MESSAGE

As far as 77 Dept. is concerned, Pat Clancy says Christmas does come every day!

PROBLEMS?

Alcohol and/or Drugs CAW -GM Substance Abuse Program

For Help, Information, Etc.
Confidential CAW Reps

Bill Malnick: 728-3355/In-Plant: 644-7488

North Plant Medical Centre: 644-5146

Ed Malloy: 576-6018/In-Plant: 725-1759 or 644-3723

Doug Cameron: 1-855-6461/In Plant: 644-3724

South Plant Medical Centre: 644-6093

Don Powless: 725-5805/In-Plant: 644-5967

Truck Plant Medical Centre: 644-7080

All Can Be Reached at Union Hall: 723-1187

Christmas Holiday Pay Requirements

By DAN KEWLEY
Zone 22 Committeeman

Seeing as the Christmas Holiday period is approaching, I decided to give a breakdown on eligibility provisions from our Master Agreement for the article. The Christmas Holiday period starts Wednesday, December 24, 1986, and includes December 25, 26, 29, 30, 31, January 1, 1987, and January 2, with a return date of January 5, 1987.



ELIGIBILITY

You must be a seniority employee to qualify. You must have worked your last scheduled workday prior to and first scheduled workday after the Holiday period. You must also work as many hours as is scheduled less one unless excused by supervision. Failure to work your last scheduled workday before or after will be grounds for disqualification for two holidays in the Christmas Holiday period. Night shift premium determination is found on page 240 of the Master Agreement (Document 53).

If you are laid off (except as provided below) in a reduction or go on

sick leave during the week of the holiday, or the week prior to the week in which the holiday falls, you would be eligible regardless of recall dates.

1. Laid off employees who work in the fifth, sixth or seventh week prior to the week in which the Holiday period begins and is laid off during that week, you receive one-half of the Holiday pay provided you work your last scheduled workday.
2. If you are eligible and work during the fourth week prior to the week in which the Holiday period begins and get laid off in a reduction during that week, or the first, second or third week prior to or during the week beginning the Holiday period, you would be entitled to a full Holiday pay provided you work your last scheduled workday.

MODEL CHANGE LAYOFF

If you are laid off because of model change, the agreement provides eligibility on the following basis:
1. You must be a seniority employee.
2. You must be ineligible under any of the other provisions.
3. You must return to work during the week in which the holiday falls.
4. You must work your first scheduled day following the holiday.

APPROVED VACATION LEAVE

If you are absent during your regularly scheduled work week because of an approved vacation leave or jury

duty and are otherwise eligible, you would be paid for the Holiday period.

APPROVED LEAVE OF ABSENCE

If you are otherwise eligible and your leave terminates during the Holiday period and you worked your next scheduled day after the Holidays, you would be paid for any holidays you would otherwise have worked and any after.

*If you agree to work on a holiday and without reasonable cause fail to report and perform the work, you would be ineligible for holiday pay.

77 DEPT.

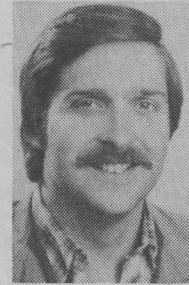
I am not fully knowledgeable of the package that was negotiated for 77 Dept., but I understand it was overwhelmingly agreed upon. After 2 years of uncertainty it must be nice to have some stability and direction to make plans for their futures. Congratulations on sticking together and proving what a United front can accomplish. To those involved in the negotiations, congratulations as well.

I was asked to mention that a number of parking lot thefts have occurred recently. A Brother requested that people be on the alert and report any suspicions to the guards. So if you see anything like that, please report it.

Truck Plant News

By JOHN GRAHAM
Truck Plant Chairman

During our model changeover, several controversial issues have arisen and I would like, at this time to outline them to you.



"DEPT. 77, PREFERRED RETIREMENT PACKAGE"

The Company's offer to our CAW members in Dept. 77 (Shipping) seems to only apply to this portion of our Union. This

package allows for a two year lay-off and the employees in Department 77 who accept this offer will pick up 1.9 years of credited service, along with full dental coverage. After this 2 year lay-off, anyone who becomes 55 or over will be granted a mutual pension. As a Union rep, I can't understand or would never try to justify why this package isn't being offered to the rest of the eligible and concerned members. I will be contacting the CAW National Union headquarters concerning this injustice and hope the rest of the membership does so, also.

NO BADGE OUT PROCEDURE

Also, during our model changeover period, GM has tried on at least 5 occasions to re-implement badging out of time cards at the completion of the shift. About mid-July, H. Toaze, Director of Personnel, addressed the Shop Committee and told us that the No Badge Out privilege was not in jeopardy. The next week H. Toaze's counterpart, Paul Simpson, addressed the Shop Committee and told us the No Badge Out privilege was gone. Toaze was on holidays. However, two weeks later the Company reimplements the No Badge Out privilege, only to withdraw it days later. Quite a saga so far eh! So during the months of September and October depending on which plant you worked in or what foreman you talked to last, you either did or didn't have to punch out at the end of your shift.

Now we are into November and the Company and a few agreeable Union reps have put the "No Badge Out" issue, versus leaving the plant early, square on the Union's shoulders. What will happen next is still unknown, but it sure wouldn't surprise me if the Company drafted up a disciplinary type of bulletin trying to get the Union to administer the discipline. As for the Truck Plant production workers that I, the two Districts and the Committeemen represent, management have assured us that Badging Out of time cards is not an issue in our plant, but building lots of quality trucks is.

CLOSING THOUGHT

To succeed during changing difficult times, one must always proceed cautiously but positively and steadfastly forward. Unneeded or unwanted roadblocks will only hamper all efforts towards ones ultimate goals.

CAW Bowling League

By LES MACDONALD

Following are the scores for October 24 and 31st.

OCTOBER 24TH

Dale Strutt 894, Steve Pollock 866, Herb Pinkney 854, Noel Ricketts 820, Doug Hodgson 789, Moe Bryan 785, Ron Jones 779, Pete Stirpe 740, Dave Peebles 739, Murray McKinnon 738, Don Revoy 727, Peggy Mueller 725, Ron Murray 723, Ron Robertson 717, Bryan Carey 716, Les MacDonald 716, Hans Bergsma 714, Carlos Felix 704, Harry Breaux 698, Norma Harrison 698, Len Levandoski 697, Lorraine Peebles 695, Harold Rivers 692, Murray Whyte 690, Jim Martin 674, G. Carey 670, Linda Carey 667, J. Stacey 666, Lance Livingstone 664, Joe Hunt 662.



OCTOBER 31ST

Bryan Smith 847, Dale Strutt 821, Dave Murray 800, Wayne Czarowski 787, Ron Jones 760, Gary Carey 744, Bill Spicer 740, Tariq Shaikh 740, Murray McKinnon 738, M. Whyte 731, Bernie Schaffer 722, Linda Carey 712, Peter Stirpe 709, John Blodgett 704, Dave Peebles 701, Gail Scarlett 689, Keith Hughes 688, Dennis Livingstone 684, Noel Ricketts 683, Moe Bryan 680, Steve Pollock 679, Doug Hodgson 678, Gerry Mills 673, Harry Langkrear 672, J. Stacey 669, Carlos Felix 665.

The Company and Politics

By JOHN KOVACS
SUB Representative

If I could get you all in one auditorium, I would ask you what major topic you want me to talk to you about?



I could tell you what I heard in respect to the rumours about production cut backs through the Car Assembly Plants, tell you what I was told by some top corporation people concerning your Christmas Holiday Pay. If you're working in the Car Assembly "A" System, or how some individual in high executive position chooses to play politics with your Thanksgiving Holiday Pay and Short Work Week, if you are laid off from the Truck Plant and you were scheduled to work in the Training Centre the week prior to this Thanksgiving Holiday?

Because believe me Brothers and Sisters, there are politics played by the Company, which is just as bad as Union politics, with a difference, that their politics is "behind the scenes" politics, and the end results usually affect you and I, and we tend to call it Company bureaucracy, and they call it policy.

To prove my point, I want to give you two cases which should shed some light on what I am trying to relay to you.

THE RIGHT TO INFORMATION

Some time in June your SUB Representatives sat down with the people we constantly deal with on your everyday SUB problems, and had our regular monthly meeting. A short discussion took place and we were told that the SUB Office and Hourly Insurance Section would have different operating hours and would not open their counters before 10 a.m.

It was suggested that the Union co-operate, by way of publicity towards our members. There were some objections from your Union, but we had to recognize that the Company has the right to change their operating schedule. In the good spirit of co-operation, I wrote a

blocked notice and put it in *The Oshaworker*. It was in the last issue prior to the summer vacations. One week after the paper came out, while I was replacing John Sinclair in the President's office, I received a phone call from Paul Simpson, who only recently was appointed to the highest Labour Relations position in Oshawa. He asked me what right I had to publicize the Benefit Office hours for the Company? Then he informed me that the hours would remain the same and would be open from 7:45 a.m. and stay open until 11:45 a.m. as it was before. The discussion didn't last long, as I told Mr. Simpson that decision was not mine, and it was more of a request from his people, and moreover I do have the right to inform my people, as it would not be fair to you to drive to Gate 25 at 8:30 a.m., only to find out the wickets are not open till 10 a.m. He also told me that the hours would remain the same and would be open from 7:45 a.m. I had to make sure that anybody on lay-off would get the correction message. I had the girls in the Hall type up a message on your lay-off pamphlets, informing you that the message in *The Oshaworker* was wrong, and the operating hours of the Benefit Office would remain as it was before.

I realized I may not be able to reach everyone, but it was the best I could do under the circumstances, because the paper ceased publication till September. So for July and August, it was business as usual, then in September they changed the hours to 10 a.m. as they originally said they would be. It appears that the only reason they held off for two months is because I got my information on the lower level, and informed you without talking to the Top guy.

THANKSGIVING STATUTORY HOLIDAY PAY

Approximately 200 employees from the Truck Plant were scheduled to have their training one week prior to the Stat. Holiday. So with the hours worked, the short work week covered them up to the 10th of October, 1986. Knowing well that under the Model change agreement, the Company is not obligated to pay if you didn't work during the week, and the week immediately after the holiday, I approached some Com-

pany official on the lower level. He intun contacted the two top people in the Pay Office. The plain answer was that the Company agreed to pay the Thanksgiving Holiday Pay plus S.W.W. to all who worked the week prior to the holiday. Knowing how very important that this will constitute a full week of earning, I had to let you know how important it is that you declare this one week on your weekly reporting card for UIC. Also that you have to put in another SUB application when you go back on your lay-off. For good measure, I also checked with some members of the Shop Committee.

If you are one of the 200 people involved, you know what happened. Somebody up in the Ivory Tower changed the mind of the one who agreed to pay. This is after all the cheques were made up, and all was put in motion. Some 76 cheques were held back but the other 123 were mailed out.

The ones that didn't go out, were no problem. They were cancelled. Your SUB form was regenerated and a SUB cheque for this week was sent to you on Thursday, November 6th. As long as you didn't declare this week of pay on your UIC card, you don't have any problems. If you did, you have to contact the Union Hall, or your SUB Representatives, or you can also go into Bond Towers, ask for a representative, stating you want to put in a corrective card for week commencing October 12, as you wrongfully declared earnings on your reporting card. Make sure you state you're on the Truck Plant lay-off.

Now to the 123 who received the cheques. Since then you have received a letter from the SUB office asking you to repay \$380.00 S.W.W., and although the letter does not say, they'll also be asking you to repay the 8 hours Stat. H.P.

When I found out they were asking all to pay this week's pay back, I met with the Top Policy people on John Sinclair's request, and received the following agreement. **You do not have to pay this week's pay back till you return to work full time, and after two weeks full employment, they will recover this week's pay by taking 50 dollars a week from your weekly pay cheque.**

Furthermore they agreed to pay

your regular SUB Benefit for this week ending October 19, 1986. Your SUB credit will not be re-instated till you have repaid these weeks S.W.W. and Thanksgiving Holiday Pay fully. Again it is most important that you contact us or the Local CEC office if you declared this week's pay on your bi-weekly reporting card.

In the meantime I will be sending out individual letters to everyone of you who's involved in this latest mishap of Company politics. It is most important that you correct your records with UIC — by way of putting in a corrective card, showing you had no earnings in this week of Thanksgiving Holiday week. After you paid it all back, your SUB credits will also be adjusted.

Whenever a situation as such arises, you have to draw some kind of a conclusion. I do believe somebody in high level did a quick calculation as of what is going to happen when the "A" System finishes in late December, and all will be laid off for 4 to 5 months. Approximately 6,000 people. The Christmas Pay — if they pay it, will amount to 4.5 million dollars. The contractual language is clear on Model Change agreements. The only point that's bothering me is that this Company always paid the Christmas Holiday in the past, in similar circumstances. The 1984 Big B-Body changeover, and even last year's two weeks shut down which occurred immediately after the Christmas Holiday period, and B-Body employees did not return to work till 27-28 of January, 1986.

It may still be there for the A-System employees, as it will be awfully hard to justify not paying it for the spirit of good relationship between this major corporation and its employees, who they have to rely on for loyalty and good workmanship. This corporation has to understand that to obtain results in this profit oriented corporate world of ours, they have to show that its employees are still the biggest assets. Like the Japanese discovered 20 years ago — the happy employee is the best producer.

CLOSING MESSAGE

To accomplish anything you need an interest, a motive, a centre of your thought. You need a star to steer by, a cause, a creed, an idea — a passionate attachment.

SWAP COLUMN

NEXT ISSUE — DECEMBER 4, 1986

DEADLINE FOR NEWS AND ADS — NOVEMBER 21, 1986, at 4:00 p.m.

FOR SALE

1 LARGE WOODEN desk, \$50. Call: 728-0886

2 SNOW TIRES. Used one winter. Un-royal belted — A78 x 13. Call: 723-5482

1986 PONTIAC GRAND AM — V6, Auto, Air, Cruise, PW, AM-FM cass., seek and scan, other extras, lady driven. Call: 571-3053

PURE BRED WHITE Toy Poodles with papers, 2 months old, one male and female. Call: 728-1965

TWO SINGLE BEDS \$70 each. Chest freezer, good condition. Baby sled, playpen, TV stand, single spreads, new. Call: 725-1668

CANADIAN INGERSOL Air Compressor, Max W.P. 125, Constructed U. \$1800, works good. Call: 623-5269

KNITTING FOR SALE — mitts, hats, sweaters and baby sets. Call: 576-4638

1975 MONTE CARLO in a very good condition, 76,000 miles, one owner, new battery, 2 new front tires, summer and snow tires. \$2000 firm, no safety check. Call: 579-7413 anytime.

ONE FORTY-YEAR-OLD Underwood Typewriter, \$30. One quite large living room lamp, \$20. French provincial style, white base. Call: 728-8229

LADIES TOP QUALITY tailored suits, various shades, size 5-6. Best brands in blouse, small, 5-6 few pairs of slacks. Cheap. Call: 725-3860

7' x 9' GARAGE DOORS and hardware \$150. Call: 655-3749

TABLE — SMALL DROP leaf with 4 cushioned chrome chairs \$25. Adjustable frame for boxspring wheels, \$12. Call: 723-2738

TWO ALL-WEATHER COATS, small. Ski suit 9-10, green, cheap. Call: 725-9680

BABY CARSEAT AND carriage for sale. A-1 condition 1972, 650 Yamaha. Yamaha Best Offer. Call: 728-3169

ELECTRIC HOT WATER tank, 40 gallons, good working condition — \$50. Call: 666-2329 or 666-2213

STEREO — CONCORD CR260 Stereo, Receiver Dual 1225 turntable; Two Avanti Large Fourway Speakers, \$350. Call: 433-0998 or 728-3180

ONE PAIR SOCCER shoes, Paterick, size 7, like new. Dominion roller skates, size 8. Call: 725-7053

SNO-TANDEM MADE of high density Polyethylene for 2 children. Hand brake on each side for easy steering, wide runners, molded seat, tow rope. In excellent condition. Call: 576-1955

ONE SWIVEL CHAIR \$25. Twin laundry tub \$75, or best offer. Queen bed and mattress including frame \$175, all excellent condition. Call: 668-9394

VAN WINDOWS — \$20 pair. 2 high chairs \$15 each. Call: 728-0765

TWO DEMI BOTTLES — 5 gal. and 10 gal. for home winemaking. Call: 728-9633

RCA CAM-CORDER, Case, Tripod with wheels, less than 1 year old, \$2900, new, will take \$1600. Call: 357-2107 after 6:00 p.m.

KENMORE PORTABLE dishwasher, almond, 1 year old, 1 year warranty left, \$350. Call: 623-2575

PERFECT CHRISTMAS gift, complete computer — 64k with printer. Lab hound puppies, darling pets. Call: 725-8915

1978 4 x 4 JEEP CHEROKEE Chief, power steering and brakes, tilt wheel, AM-FM cassette, all terrain tires, \$2300. Call: 728-9885

WEDDING DRESS and veil, size 12, cleaned and boxed. Smith-Corona manual typewriter, like new. Call: 668-5020

HOMEMADE CROCHET baby outfits, doilies, afghans. Call: 728-5225

BEAUTIFUL GLASS COFFEE table with end table to match, new. Call: 728-4369 after 12:00 noon and weekends

1984 CHEV CAPRICE Classic, 305, 4-door, in good condition. 40,000 km. Asking \$8750 certified. Call: 576-1291

78 BUICK REGAL, excellent condition, p/s, p/b, auto, air, AM-FM cass., new tires, exhaust, brakes, shocks, \$2300, certified or best offer. Call: 644-5623 or 1-987-5048 after 4:00 p.m.

BEDROOM SUITE, dresser and mirror, doorchest, 2 night tables, bedframe and headboard, asking \$400. Rainbow vacuum power head, \$75. Call: 579-1961

COLDSPOT white fridge, in good order. Size 32" wide x 60" high x 29" deep. Reason for selling — too big for small kitchen. Call: 725-4441.

LAZY-BOY CHAIR, \$50. Stereo set, General Electric, \$200. Girls' skates, good condition. Sizes 9, 2, 5. Call: After 3 p.m. 723-1460

'80 CHEV PICKUP with cap. Never winter driven. Excellent condition. \$5500. Call: 725-8432

1968 CHEVETTE, 2-door, one owner. Two 15-inch snow tires. Call: 725-8149

1976 1/2-TON GMC pickup. Mechanically good. Good tires. Needs body work. Sell for \$600. Call: 576-0133

1976 TOYOTA CELICA CT for parts or make excellent winter car. Call: 571-2726

Exerciser-rower, shop type and trampoline, A-1 \$75. Call: 434-1673

EXEC DESK. Credenza. Upholstered swivel chair. Rollaway bed. Fireplace tool set. IBM Selectric typewriter with stand. Rowing exerciser. Excellent condition. Call: 728-1021

KING SIZE New Yorker water bed, blue and grey pin dot with super motionless mattress, 6-drawer pedestal. 7.5 cu. ft. Coldspot, apartment-size freezer. Call: 728-3814

LAURANCE FISHING Sonar. Valued at \$1500. Will sell for \$800. Never used. Call: Orono 983-5040

MAN'S WINTER coat with hood, gray. Worn 5 times. 3/4 length. Size 38. Ladies golf shoes, size 6 1/2. Men's golf shoes, size 8 1/2. Worn three times. Call: 723-7125

1985 PLYMOUTH VOYAGER Mini-Van. Automatic, 2.6 litre engine, PS, PB, AM-FM stereo cassette, 6-passenger, tinted, 45,500 km., \$12,000. Call: 436-0819

1979 BUICK LeSABRE, excellent condition. Fully loaded. Will certify. Call: Port Perry 985-7656 after 4 p.m.

KEROSENE OIL HEATER, almost new, used very little. Sears product. Call: 725-4441

1974 LeMANS, 6-cylinder, 2-door, 3-speed standard. Excellent condition. \$600. Call: 728-9871

3/4-LENGTH PERSIAN Lamb coat. Mink collar. Excellent condition. Size 14. Call: 728-0932

RUG, ROUND BRAIDED, 2-tone green, 60 x 60. Portable 3-speed record-player/radio, speakers. Snow tires and wheels. E-78-14. Spare tire, wheel for Boler trailer, new. Call: 723-2666

SPRINGER SPANIEL, very affectionate and gentle. Loves the water. Not registered. \$50 to good home. Call: 725-2615

ROSSIGNOL SKIS WITH bindings, \$50. One pair women's Kastinger ski boots, size 8. \$30. All in excellent condition. Call: 725-5210

FIVE-PIECE DINING room set. Electric blanket. Bedspread, fabric, Raffi dolls. Call: Whitby 666-1683

1986 CELEBRITY ESTATE woodgrain wagon, V-6, O/D, air, loaded. \$15,500. 1984 Citation Sport ZD, auto, radio, sunroof. B.O. Call: 434-5777

1977 CAMARO, 6-cylinder, automatic, needs some body work. \$1000 or B.O. Call: 723-8600

DOLL CLOTHES. Barbie. 1/2-price. All new materials. Homemade. Call: 723-6807

STOVE, SELF cleaning oven, green deluxe model. Excellent condition. Asking \$250. Must sell. Call: Whitby 668-9595

FOUR STEEL BELTED radial 70 tires, size P175/70-R13 M & S. Asking \$125 or best offer. Good condition. Call: 725-0121

WOOD STOVE with fan. Call: 728-2665

'82 BUICK REGAL, 8-cylinder, maroon colour. \$6000. Call: 723-3157

KITCHEN TABLE, 4 chairs, \$50. Leather recliner chair (tan), \$40. Portable radio, AM-FM, \$15. Pioneer auto radio, AM-FM cassette, \$25. Apply: 1157 Ritson Rd. S., Oshawa or call 725-4192

DINING ROOM TABLE, 4 high back chairs and matching buffet. \$1000 firm. Call: 725-4034

BUDGIES, YOUNG, cage bred. Reg. \$10 each. Fancy, \$15 each. Also canary and cage, \$15. Call: 728-0508

MEN'S DOWNHILL SKI suit, size 46 Tall, \$100. Canon A-1 35 mm. 85-200, 700mm lens and automatic flash. \$500. Call: Whitby 668-7625

TWO STEEL BELTED radial snow tires. P205-70R14, used one season. Suitable for '77-'82 Monte Carlo, \$30. Call: 1-705-357-3430

LOVE SEAT. Rocker chair. '79 Chevy Nova, excellent condition. Assorted sizes tires and rims. GM 250 motor. Rear, front bumpers for '78 Nova. Call: 725-7249

1980 CHEVETTE. Good condition. AM-FM radio, rear defogger, pulse wipers, automatic, 50,600 miles. \$2100 certified. Call: Whitby 666-1034

LADIES MUSKRAT JACKET, size 10-12. \$250. Also nearly new hat to match, \$45. Call: 571-3518

7-FT. ARTIFICIAL Christmas tree. Wine, liquer glasses. TV table. Large Christmas cactus. Stereo. Toboggan. Call: Port Perry 985-8146

1986 CUTLASS CIERA Brougham, 4-door, 4-cylinder, loaded. Call: 725-6253 or 433-1850

DOWNHILL TYROL SKIS with bindings. 170 cm. \$45. Call: 728-9100

3/4 WINTER COAT, forest green in colour. Corduroy material. Size medium. Call: 723-9636

PECAN FINISH wood coffee and 2 end tables, 2 table lamps, green shag rug, 10' x 12'. Good shag rug, 12' x 18'. Green lined antique satin drapes, 10' x 92". Call: Newcastle 987-4547

1977 BUICK REGAL, excellent condition. Culligan water softener. 1975 Ford motor, low mileage. Call: Bowmanville 623-6718

1986 NOLAN FULL FACE motorcycle helmet. Model N33 PRO. Retail, \$170. Asking \$130. Call: 723-0054

'78 BUICK ELECTRA. \$3000 or best offer. Certified. Call: 723-0658

CHRYSLER STANDARD transmission, 4-gear with O/D. 1976 Austin Mini for parts. Call: Brooklin 655-4203

1986 CAVALIER R.S., 4-speed, many options. 17,000 km. \$8500. Call: 434-5541

26" ZENITH COLOUR TV 24" x 24" rotor fan. Berkley electric heater. Call: 723-9920

BLUE FOX FUR jacket, size 14, \$450. Laundry pump, \$65. Laundry tubs, \$25. Call: Port Perry 985-8728

1969 GMC 1/2-TON, standard transmission. Asking \$400 as is. Call: Whitby 666-2217

LADY SUNBEAM salon-style hair dryer, good as new, \$25. Imitation grey fur coat, excellent condition, size 14-16. \$25. Call: Bowmanville 623-2639

IDEAL CHRISTMAS GIFTS. Lawn ornaments. Tweety, Sylvester, Goofy, Blue-jay, \$15 each. Roadrunner. Baby sets. \$10 and \$12. Call: 725-9390

CEMENT SIDEWALK SLABS, 2' x 2', \$2.50 each. Call: 728-9206

1984 FIREBIRD, BLUE, 5-speed, tilt, AM-FM cassette, low mileage, excellent condition. \$8200 or best offer. Call: Bowmanville 623-1680

BUILDING LOT in Port Hope. Fully serviced. 50' x 118'. \$22,000. Call: 725-0303 evenings

RINGS. Wedding band and engagement ring. Call: Brooklin 655-8811 anytime.

1983 CAVALIER HATCHBACK, fuel injected, 5-speed, 2.0 litre, TBI engine, red with grey cloth interior, sunroof, mags, best offer. Call: 579-0892

THE OSHAWORKER

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EDITOR: FRANK TAYLOR

EDITORIAL BOARD: John Sinclair
Dave Thompson, Tom Hoar.

1985 CAPRICE CLASSIC, all options, two-tone brown. Best offer. Call: 728-5070

6-VOLTS VW PARTS. 4 clothesline pulleys. 6" round chimney cleaning brush. Electric floor polisher. Call: Whitby 668-6504

1979 PLYMOUTH HORIZON 2-door hatchback. Needs body work. As is. \$750. Call: 576-3731

'79 LTD., VERY LOW miles, very good winter family car. Very reasonable price. Must sell. Certified. Weight and bench. Reasonable price. Call: 725-1211

'78 CHEVETTE, AUTOMATIC, \$1200. Call: Newcastle 987-4987 evenings after 6 p.m.

ANTIQUE BERLIN pump organ, good condition, \$600. Epiphone solid body electric guitar, case, asking \$300. 3-panel living room drapes, 96" long, light green, \$200. Call: 725-3262

1986 POLARIS INDY Trail cover, trailer hitch. \$3700 firm. 700 miles. Call: Bowmanville 623-6648

1981 Z-28, excellent condition, 50,000 miles, sunroof, tilt wheel, AM-FM cassette stereo, all new tires, summer driven only. \$7500. Call: 576-2937

BOAT, MOTOR AND trailer, double Ski-Doo trailer, Closed in box trailer. 18-ft. travel trailer. Call: 416-797-2628

1984 CHEVETTE (blue). 4-door, automatic, PS, PB, oversize tires, undercoated. 36,000 km. Lady driven. Call: Newcastle 987-4340

ANTIQUE DRESSER with mirror. Needs refinishing, \$50. Torcan baseboard heater, \$15. Call: 728-0857

LARGE SOFA, beige with rust coloured flowers, \$75 or best offer. Call: 728-3375

GM AM-FM RADIO, \$15. Panasonic AM-FM cassette stereo, used one year, with manual, \$60. Pioneer 40-watt booster and graphic equalizer, \$40. Call: Whitby 668-8769

240 LBS. WEIGHT set, two straight bars, one curling bar, two dumb bells, one bench with squat, leg curl attachments. Asking \$225. Call: Bowmanville 623-9238

CLEARWATER, FLORIDA. 1-bedroom mobile home. Fully furnished. Very clean, adult park. \$8900 Canadian. Call: Ajax 683-6532

POWER-PACK MUSCLE builder exercise bike, each \$100. 5" colour TV, AC-DC battery, \$300. Sanyo AM-FM stereo. Lloyd 8-track & phones. Panasonic cassette player, \$200. Call: 576-2666

'79 PONTIAC SUNBIRD, PS, PB, automatic, radio, new battery, lady driven, 1 owner, new tires, exhaust. Call: 723-2150

COPPERTONE STOVE and fridge, nearly new. Excellent condition. Call: 571-3023

FIREWOOD, ALL HARDWOOD, cut, split in your length and delivered. Call: 723-1770

EXERCISE CYCLE, very good condition. Asking \$40. Call: 1-705-324-0577

ORLANDO, FLORIDA, condo living, last 2 weeks of January, Timeshare & Exchange privileges to 4000 or more all over world. Sell separately or together. Call: 1-705-924-2186

LADIES' SIZE 12 coats, dresses, pants, sweaters, carpet sweeper, floor polisher. Used dishes, variety. Brown chesterfield. Call: 725-5306

'75 CHEV VAN, custom interior, 3-speed, standard Hearst shifter on floor, 350 4-barrel, body needs work. \$400 or best offer. Call: Whitby 666-9723

7-PIECE DINETTE SET, black wrought iron, high back swivel chairs, \$150 or best offer. Double sink. Good condition. Best offer. Call: 723-3920

CASE OF AMS OIL. Call: Bowmanville 623-7947

1/2-ACRE LOT ON paved road, hydro and telephone. Beside lot, some cedar trees. Near Emily Park. \$9000. Call: 576-9886 after 4 p.m.

BUFFET, TWO YEARS old. Excellent condition. \$190. Call: 723-3578 from 3:30 p.m. to 8:00 p.m. or apply: 134 Cabot Street, Oshawa

1984 SUNBIRD, excellent condition, 46,000 km., 4-door automatic, asking \$6900. Call: Whitby 668-2982

WRINGER WASHER, like new. Call: 576-8864

WEDDING BAND, yellow gold, new, \$100. Recliner chair, good, but needs recovering, asking \$35. 4 cemetery plots at Mount Lawn Cemetery. Call: 623-5749 or after 5 p.m. 987-4524

1985 DODGE CHARGER, 2.2 litre, 4-cylinder, 5-speed manual, A/C, PS, PB, AM-FM radio, W/Walls, 27,000 highway miles, mint condition, lady driven, \$6595. Call: Whitby 668-4084 or 668-2004 after 6 p.m.

GIRLS' FIGURE SKATES, size 13 (Orbit) new, never used. Call: 723-7647

3 YOUNG CATTLE. Holstein heifer. 2 Hereford steers. Quantity of baled hay. Several hens and roosters. Call: Bowmanville 623-4288

FOR RENT

FURNISHED ROOMS, single working person, shared facilities, OSC area. Call: 728-7274

4 BEDROOM HOUSE, rec room, 2 baths, suitable for family, Whitby. No appliances Available immediately. 1st and last month's rent. Call: 728-9628

FURNISHED ROOM for rent, \$300 monthly, first and last, utilities included. Available, November 2/86. Call: 728-0765

MYRTLE BEACH, ocean front condo, indoor pool, tennis. Call: 434-6343 or 723-9119

INSIDE STORAGE for boats and tent trailers, \$7.50 per foot with a \$100 minimum charge for winter season. Call: Bowmanville 623-1297

OUTDOOR STORAGE for campers, cars, boats, trailers. \$20 per month. Call: 725-4414

2 LARGE FLOWER BASKETS with white wicker pedestals for Church or reception. Also lattice backdrop (white), 6' x 8'. Call: 725-5416

SOUTHEAST OSHAWA (Holiday Inn area), unfurnished rooms. 2 on second floor of new home. Share own living room, kitchen, large bath. Available Nov. 30th. \$375 each monthly. Call: 728-8111 after 5:30 p.m.

STORAGE FOR CARS, boats, campers and trailers. Call: 263-8885 or 725-9167

ROOM AND BOARD

FEMALE BOARDER needed. Young Executive type home. Easy 401 access. Beautiful view, rec room, fireplace, Pay TV. Full use of all facilities. Call: 728-9287

Continued on Page 8

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With rising costs for just about everything relevant to the upkeep of your home, it's nice to know your Credit Union can help you to save money and not compromise the quality of your home protection. We offer very affordable rates to our members on Homeowners and Tenants Insurance and convenient, direct service to our insurer - CUMIS General Insurance Company.



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This insurance is underwritten by CUMIS General Insurance Company and is provided to members of Auto Workers (Oshawa) Credit Union through:
Credit Union Insurance Services. Brought to you by CUMIS and The Co-operators.

Cliff Mills Motors

By **BRIAN PARRY**
Chairman

UP IN SMOKE IN PORT PERRY

I am writing this section in response to some problems that our people at Cliff Mills are having in the Port Perry area. This problem, which affects everyone in the Village, is pollution. This particular type of pollution is air pollution being caused by people burning leaves. In the City of Oshawa we have laws which control this problem.

I believe that the local politicians should get together and come up with a by-law similar to those throughout Durham Region. If you are one of the culprits involved in this problem, wake up and smell the air! Think about your family's health. Think about your friends' health. Think about the environment and what you're doing to it. Think about the clothes that were just washed, as well as the car, and the house windows and above all those companies which manufacture green garbage bags.

One case was reported to me from last year about this time when a lady recovering from an operation in Port Perry Hospital had to put a wet towel over her face so that she could breathe, due to leaf smoke. Meanwhile a child was down the hall in an oxygen tent. Hopefully you would think twice if it was your child.

If you get totally burnt up over this, call Pollution Control, it's under Government of Ontario, Zenith 33220. As you may not be able to see the problem through your sore eyes,

I thought you might like to hear about it.

CLIFF MILLS LOB BALL TEAM

On September 27, 1986, the Dealership Group of eight Lob Ball Championship Tournament was held at Iroquois Park in Whitby. The Cliff Mills Motors Team advanced to the finals by winning the Pontiac Buick Division with victories over Gus Brown, Williamson and a tie against Bruce Bissell.

They started the day with an 11-4 victory over Gus Browns. Game two saw them score six runs in the last two innings to tie Bruce Bissell 8-8 setting up the shutdown with Alex Williamson of Uxbridge, who had already won their two games over Browns and Bissell. The championship game of the Pontiac Buick Division saw Cliff Mills score 8 runs in the first inning on route to a 15-13 victory to claim top honours in the Pontiac Buick Division and the right to meet the champion of the Chev Olds Division Sheridan. Sheridan proved to be the superior team on the day Downing Mills 17-6 to claim the overall championship.

Individual and team trophies were handed out at the conclusion of the final game. Miles Shrider of Cliff Mills captured the tournament's most sportsmanlike player.

The players of Cliff Mills Motors Lob Ball Team would like to express their sincere appreciation to Mr. Frank Wonnacott, President of Cliff Mills Motors, for his assistance in making this a most successful season, as well as CAW Local 222 for their contribution. Thank you. Your team: Miles Shrider, Bill Prince, Kevin McColm, Ken Tye, Bill Sweet, Wayne Kewin, Rob Barbara, Ed Winterrink, Dan Zaika, Scott Stephens, Joe Theriault, Rick Chaffe and Ken Spencer.

RAD, RIM, Plastics and Inspection

By **JIM MITCHELL**
Zone 27 Committeeman

We are quickly closing in on the shutdown date for the copper rad dept. on December 19, 1986. We are having meetings on a regular basis

with one thing in mind, and that is to help the Brothers and Sisters involved. With winter approaching, we are experiencing a few problems with the systems. This is a continuing problem we have

every year at this time. These problems have been brought to the attention of management and they have assured me that they would be corrected. By the time you receive the *Oshaworker*, these problems should be corrected.

It seems management is a little premature in changing classification, they have now instructed the clamp operators in the RIM Dept. to wipe the parts they are producing with a blue chalk powder. This highlights any defects in the parts and they now

expect the operators to inspect them. Negotiations aren't that far away and management is going to try everything possible to change things and create unnecessary problems on the floor, and we must be on top of them.

The RIM inspectors' overtime: It seems that during the week with full production running, management commends these employees for what a fine job they do. When it comes to working overtime on the weekend and full production is still running, management only brings in one inspector. It seems to me that management has put all this money into building quality parts with inspection, but when it comes to overtime they cut corners. I think management should get off the nickel and dime things and take a good look at their quality.

Inspection in the Plastics Dept. has taken on a new twist. It seems since inspection has come under production for the purpose of being paid, only that production now considers it their work to the fact that they feel they must train production workers to do the absentee replacement for the Inspection Dept. It seems to me that if management have

their way, that production workers will be doing not only production but inspection. We still have an Inspection Dept., and I feel they should promote other inspectors to fill in for absent inspectors, not production employees. The Company has a contract to live up to until 1987 negotiations and should abide by this agreement until then.

The fridge in the Plastic Department has finally been repaired again. This was brought to the attention of management and they assured me that they would be looking into the continuous problems they are having with this fridge. Dave McQueen said he would check into getting a new fridge for Plastics to accommodate the numerous departments using it: Plastics, T & D, Maintenance, and Material Handling. I'm sure when he takes a good, hard look at it that the bottom line will be that they order a new fridge.

THE DISAPPEARING WORK BOOTS

It seems management left a sign in the locker rooms to put your boots up, for they are going to do a major housekeeping assignment in there.

Most of the employees put their boots on top of the lockers out of the way. Management then told the housekeeping crew to go in and clean it out. They failed to tell them to leave the boots on top of the lockers and threw them all out. To the amazement of employees returning to work on Monday, to see a very clean locker room but no boots. This was a very costly mistake by management, but keep up the good work, the locker rooms do look very clean.

So remember if you have a problem or need some answers to something, don't hesitate in calling your committeeman.

Retirees News and Views

By **MAY PARTRIDGE**

SOMETHING TO THINK ABOUT

The weather's turning colder, and snow is on the way;

The calendar reminds us, it's almost Christmas Day.

As we think about expenses — from a wallet mighty thin;

We know, somehow, we'll make it, though the margin's mighty slim.

We check the daily paper, knowing in our mind;

In times of rising prices, a bargain's hard to find.

You're making out a shopping list, of what you have to buy,

But here's a little reminder everyone can try.

As you're looking through the stores, at the wares upon the shelf,

As you choose a gift for others — you can also help yourself.

Never mind the bargains or looking at the grade;

Check that inside label — make sure it's "union made."

If you can't find that label while on your shopping spree;

At least make sure the label is of the Maple Tree.

You're choosing your big turkey, plus sauces and the sages,

Remember Gainer's products today, aren't made by union wages:

It won't hurt your Christmas to think before you buy;

If it helps these striking members it's really worth a try.

We don't have to worry as this year begins to fade;

Our "New Year" will be prosperous, because it's "union made."

Don't forget, we line dance every Thursday, upstairs, 1 p.m.-4 p.m. We now have three teachers and an offer of a fourth. All volunteers. We had real fun and everyone enjoyed the refreshments.

Don't forget the Christmas Dance at the "Jube". Twelve dollars per couple. Six dollars for singles. Come out and join the fun, December 19th.

Payment of Life Insurance

By **LLOYD CLARKE**
Insurance Chairman

At the present time when an employee of General Motors passes away the beneficiary will meet with a representative of General Motors to

complete the necessary papers, which will enable him/her to receive the life insurance monies. This cheque or cheques represents a great deal of money (\$30,000 and up) to anyone, but

especially to a person who has just gone through the trauma of losing a loved one. A person who could possibly be the only bread-winner in the family. The question at this time would be "what do I do with all this money?"

Effective December 1, 1986, the Metropolitan Life Insurance Company, who handles our life insurance policies, will make available a new program called "THE TOTAL CONTROL ACCOUNT." This program will be available to the beneficiary, as an alternate method of paying life insurance proceeds instead of receiving the proceeds in one large lump sum. In reality, the Total Control Account allows the beneficiary to take the necessary time to decide how best to use the insurance proceeds without the

pressure of making an immediate decision on how and where to invest the insurance monies.

With this Total Control Account option, a cheque book is automatically forwarded for the beneficiaries' use once the claim has been approved. The cheques, which can be written for any amount of \$250 or more, can be used to pay bills and other expenses as they arise. While the insurance proceeds remain in the Total Control Account, interest is being compounded daily on the account's balance. There are no penalties or loss of interest for withdrawal of all or part of the account at any time. The full amount of the account plus interest earned is guaranteed by Metropolitan Life.

An alternate settlement option will be available to those beneficiaries who wish to "lock in" all or part of the insurance proceeds for a longer period of time ranging from one year through five years. This option is called a Guaranteed Interest Certificate with current interest rates similar to what you can purchase at a bank or Trust Company.

In studying the above options, I believe that these proposals will be beneficial, if chosen by the beneficiary, if for no other reason than to give themselves enough time to readjust to the loss. As it is now, not only is the beneficiary aware of the void in their life and trying to cope with it, but a sound financial decision must be made as to what to do with the insurance proceeds. The important thing to remember is that at no time is the beneficiary forced to accept these options — they are for your convenience and to allow enough time to decide how best to use the funds. The beneficiary would still have the option of requesting the insurance proceeds be paid in a lump sum payment.

Hockey Hot Box

By **HAROLD C. REID**
President
CAW Hockey League

Fazio's Italian Cuisine remains unbeaten as they made it 3 in a row with a 6-2 victory over Starr Furniture. Starr got off to a flying start and led two to nothing at the end of the first period, but just couldn't hold on as Fazio's came storming back with three in each of the last two periods.

Fazio's scoring was handled by Bill Prentice

with a pair and Jerry Leddy, Mike Webb, Phil Cochrane and Mike McPhee with one a piece. Jerry Leddy also had four assists.

For Starr Furniture Brian Myles and Glen Dixon did the honours.

Versafood jumped out in front of Bob Phillips TV and Video four to one, only to see them close the gap to a single goal, then they pulled away to win seven to four. Versafood's coach, John Osborne, took a stray shot in the back of the head and received a severe cut and was taken to the hospital for stitches. Scott Hillier, John Vanniedek and Chris Dwyer each had two goals for Versafood and Grey Buckley had a single tally.

For Bob Phillips TV and Video, the scoring was done by Henry Vytsch with a pair and Tom Foster and Jim Robinson with one a piece.

An indefinite suspension was handed out as a result of threat being made against the league president.

Next games are scheduled for Sunday, November 16, 1986, at ten p.m.



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Cadbury Unit

By JOHN O'NEIL

CADBURY UNIT

Recently we all raised money for the striking Gainers Workers from Edmonton. The total amount raised for the Cadbury Unit was \$462.00. At this time, I would like to thank all of our members who donated money toward this good cause.



LAYOFFS

At this time of the year, we always are faced with a layoff of our members due to a slow down in production. As of Oct. 24, 1986, there is a layoff of 16 members with the threat of more to come before the end of the year.

OFL ELECTION

I would like to thank all those members who supported, and elected me as a delegate to the Ontario Federation of Labour Convention.

CONTRACT NEGOTIATION

The Cadbury Unit Committee are getting together for at least two days to go over the contract from clause to clause to formulate our proposals for our upcoming negotiations. After we meet with the President, John Sinclair, and National Representative, Steve Nimigon, we will be calling a meeting for contract proposals for the membership. At this meeting the Committee will be recommending proposals to the membership for your approval and everyone will be given the opportunity to vote on these proposals as the meeting will be held on a Sunday evening, December 7th at 7:00 p.m., at the Local 222 CAW Hall.

BENEFITS PROPOSALS

As most of you are aware, I am now looking after all the benefits for the Cadbury Unit. As far as improving the benefits, I have my ideas on what we should improve at this time. I would like all members to try and remember any benefits where they had to pay, and let me know before negotiations. For example if you had to pay for dental coverage over the

last three years, I would like you to let me know that particular item and hopefully we can negotiate them into our new agreement.

I have a very long list of proposals that I have been collecting over the last three years. At this time, I would like to share some of my concerns that I think should be addressed in negotiations.

1. Improve seniority rights in our collective agreement.
2. Improve on working, health, and safety conditions.
3. Define each clause as to what the language means.
4. Make improvements in vacation time and vacation pay.
5. Look into the pension plan, and to understand thoroughly how it works. The national union is presently doing a study on our pension plan with a view to recommend changes to us.
6. To establish a proper training plan on all jobs.
7. As far as monetary issues are concerned we have to make our demands to keep up with the cost of living index.

Ontario Early Retirement Pension Fund

The much heralded early retirement provisions of the Canada Pension Plan, which take effect January 1, 1987, will leave early retirement an impossible dream for ordinary workers in Ontario.

The new Canada Pension Plan scheme provides only a sub-poverty level pittance. And fewer than 5% of our work force have private sector pension plans which allow early retirement at full pension.

So in order to make voluntary early retirement a real option Governments will have to create additional public programs, to permit early retirees to have a decent standard of living.

The New Democratic Party is calling upon the Ontario Government to lead the way by setting up an Ontario Early Retirement Fund, which would supplement Canada Pension Plan early retirement benefits and make early retirement a real possibility.

We are proposing a program of early retirement benefits equal to 50% of the average industrial wage (approx. \$11,000.00). Early retirement benefits from company pensions and the Canada Pension Plan would reduce the amount required from the Fund.

Benefits would be available to workers age 60 or over in heavy labour occupations. They would also be available to workers whose employers signed an agreement to replace them with younger workers.

Voluntary Early Retirement has to be seen as a major source of job opportunities for unemployed young people.

There are 500,000 workers in Ontario over aged 55, and approximately 180,000 of these are in occupations which involve "heavy" labour (i.e. construction, mining, manual labour etc.).

Many of these workers would gladly retire before age 65 either for health reasons or to pursue other interests and opportunities. But for financial reasons they can't.

Under the new early retirement provision of the Canada Pension Plan a worker may retire on his or her 60th birthday with a 30% reduction in benefits. With the monthly average of new benefits of \$335.64 in Ontario as at June 1986 a 30% reduction would translate into a Canada Pension Plan benefit of \$234.50 a month or \$2,814 per annum. Even someone collecting the maximum Canada Pension Plan benefit at age 60 would receive only \$4,083 per annum at today's rate.

And what's worse, I'm told by officials in Ottawa and at Queen's Park that they are not anticipating any changes in the available GIS or GAINS to coincide with the early retirement plan of the CPP.

Thus for ordinary workers in Ontario retirement at age 60 would see them faced with an average annual income of between \$2,800-\$4,000.

Nothing in the Ontario Governments proposed Pension reform law will help. Less than 40% of Ontario workers have any private pension coverage at all. And only a fraction of these workers will ever collect a dime because of Ontario's archaic 10 and 45 vesting rule. Most analysis have missed the clinker in Kwinter's draft pension law; that the 10 and 45 rule continues to apply, in perpetuity, to all pension contributions made until December 31, 1986. Older workers are simply out of luck.

Voluntary Early Retirement Plan programs exist in several Western European countries, and have proved helpful in getting first time jobs for young workers.

This initiative would be funded by a 1/2 of 1% payroll tax on Ontario employers, exempting new and small business (less than 5 years old or fewer than 5 employees) and those

offering retirement before 65 with unreduced pension benefits.

The cost would depend upon take up. The 1/2% payroll tax would generate a fund of \$350 million, enough to cover up to 60,000 older workers at a subsidy of \$6,000 each.

With over 109,000 young people out of work in Ontario, voluntary early retirement is an idea whose time has come.

For further information: Ross McClellan (416) 965-0622.

Standing Up For Ontario

The Ontario New Democratic Party invites you to watch their half-hour television show on Tuesday, December 9 from 7:30 to 8:00 p.m.

This is a first in Ontario politics and it will give the voters an opportunity to learn more about Bob Rae and the Party policies.

It is being shown on Global in the south of the province and on CBC and CTV affiliates in the north. Check local listings for the channel in your area.

Joint CAW-GM Employee Counselling Program

Located at Woolco Mall — Lang Towers, to assist you or your family to solve any personal problems, in a confidential manner.

PHONE

644-4282, John LeSurf, CAW Union counsellor
644-4283, Orville Faught, CAW Union counsellor
644-4284, Ruth Courtney, GM management counsellor

This program is also available to retirees and their spouses.



Truck Car Old Timers Hockey League

By RON GAY

	GP	W	L	T	PTS
Shoppers Drug Mart	8	6	2		12
Teddy's Deli	8	5	3		10
Eye Shoppe	8	3	4	1	7
Millwork	8	1	6	1	3

GOAL TENDERS

	GP	GF	GA	AVE.
Al Aylesworth	8	61	38	4.75
Dale Davis	8	49	46	5.75
Joe Kutlik	8	49	49	6.12
Joe Lelievre	8	38	64	8.00

TOP TEN

	GOALS	ASSISTS	TOTALS
Peter Donaldson	15	10	25
Gary Chisolm	12	12	24
Greg Pattison	11	9	20
Paul Wytton	8	9	17
Mike Bryant	9	7	16
Steve Parker	7	8	15
Ted Boivin	5	9	14
Doug Allen	9	4	13
Clarence Stephenson	7	6	13
Tom McLean	5	8	13

Stat's up till November 7

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A Sincere Thanks

By JOHN DOLSTRA
North Plant

I would like to take this opportunity to thank all the Brothers and Sisters through the General Motors system for the cards, flowers and inquiries at the time of my motor vehicle accident.

Your kindness was greatly appreciated on behalf of myself and my family. Thanks again.

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